

## Staff Benefits Overview

University Hospitals Bristol NHS Foundation Trust is delighted to offer you a wide range of flexible staff benefits. We've included a snapshot below – for further details please use the contact details and links provided. This benefits information is updated by Claire Haley, Childcare & Benefits Manager. Should you have any queries please contact Claire on (0117) 342 3749 or email: [benefits@uhbristol.nhs.uk](mailto:benefits@uhbristol.nhs.uk)

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## Local Benefits

### Health & Wellbeing

#### Cycle to Work (Cyclescheme)

If you travel for at least part of your journey to work by bike – take a look at the Cyclescheme on [Finweb](#) which allows you to buy bikes and accessories at a discounted rate from a range of shops across the UK.

#### **Reward: Tax and National Insurance savings (salary sacrifice)**

For more information visit the [Cyclescheme](#) website, call 0844 879 5101 or email [info@cyclescheme.co.uk](mailto:info@cyclescheme.co.uk)

#### Discounted Gym, Fitness and Health & Wellbeing Services

Take advantage of the great savings we've negotiated on gym membership across the city with a number of private gym and fitness providers and also look out for free taster sessions from time to time as advertised within [Newsbeat](#) 'Staff Offers' section.

#### **Reward: Free trials and membership savings**

For the full list of discounts, visit the [Staff discounts](#) section of the [staff bulletin board](#) on Connect or contact Claire Haley, Childcare & Benefits Manager on (0117) 342 3749 or email [benefits@uhbristol.nhs.uk](mailto:benefits@uhbristol.nhs.uk)

#### Oral Health Check

You can have a free check up with a student dental hygiene/therapist plus possible treatment if you are not registered with a dentist or have visited one in the last 12 months.

#### **Reward: Free onsite dental care**

To arrange an appointment please call (0117) 342 4382 or complete this [form](#) and email it to [staff\\_oralhealth@uhbristol.nhs.uk](mailto:staff_oralhealth@uhbristol.nhs.uk) who will get in touch to confirm your appointment.

#### Physio Direct

Access to physiotherapy assessment and personalised advice is available without seeing your GP. The specialist guidance and exercises suggested should aid early recovery from joint, muscle and spinal problems commonly resulting from back pain or sports injuries.

#### **Reward: Free, prompt and professional physiotherapy support**

Book your telephone consultation with [Physio Direct](#) on (0117) 342 3400. Also, look out for activities across the Trust which supports [Back Care Awareness Week](#) each October.

## Physio Select

Improve your posture, flexibility, strength and general fitness with Pilates, Circuits and Hydrotherapy classes delivered within the Physiotherapy department.

**Reward: Affordable onsite classes exclusive to Trust staff**

Call Physio Select for further details of classes on (0117) 342 3866 or email [physioselect@uhbristol.nhs.uk](mailto:physioselect@uhbristol.nhs.uk)

## Working during Pregnancy Workshops

The monthly 'Working during Pregnancy Workshops' aim to support Trust staff during any stage of pregnancy by providing information and guidance for you to remain happy and healthy at work – up until the start of your maternity leave.

**Reward: Onsite access to key professionals for information and guidance**

Workshop details can be found within the 'Maternity, Childcare, Carers and Family Friendly' section on [HRWeb](#). To book your place, please contact Claire Haley, Childcare & Benefits Manager on (0117) 342 3749 or email [childcare@uhbristol.nhs.uk](mailto:childcare@uhbristol.nhs.uk)

## Seasonal Flu Vaccinations & Travel Clinic

Free [flu vaccinations](#) are undertaken annually by Occupational Health at various onsite locations. In addition, their [Travel Clinic](#) based within Whitefriars provides specialist travel health advice and immunisations to staff at competitive prices.

**Reward: Free flu jabs and discounted travel vaccinations onsite**

For more information visit the Occupational Health website: [www.apohs.nhs.uk](http://www.apohs.nhs.uk), call (0117) 342 3400 or email [occupationalhealth@uhbristol.nhs.uk](mailto:occupationalhealth@uhbristol.nhs.uk)

## Financial

### Childcare Vouchers

Do you pay for registered [childcare](#)? You could enjoy savings using [Kiddivouchers](#) whereby the value is taken from your gross monthly salary which is exempt from tax and national insurance hence allowing you to make a saving.

**Reward: Tax and National Insurance savings (salary sacrifice)**

For more information and joining instructions contact Claire Haley, Childcare & Benefits Manager on (0117) 342 3749 or email [childcare@uhbristol.nhs.uk](mailto:childcare@uhbristol.nhs.uk)

### Corporate Park & Ride Bus Season Ticket

This is a 12 month corporate scheme for permanent employees which allows unlimited travel of any of the three Bristol Park & Ride Services. The cost of the pass is split over 12 equal payments and is taken from employee's net pay (usually a one-off payment of £500).

#### **Reward: Monthly payment option direct from salary**

For more information about this scheme including its Terms & Conditions and an application form, see [Finweb](#), the [Travel West](#) website or call (0117) 922 3350.

### First Bus Corporate Travel Scheme

The [First Bus](#) Corporate Travel scheme offers 10% discount on a monthly inner zone or outer zone ticket. This scheme is administered directly by First Bus and not via the Trust.

#### **Reward: 10% discount for unlimited travel within zone**

Once you know which service you wish to use, contact First Bus on 0845 601 8020 and quote the Trust as your place of work. You will need your employee number (found on your payslip) and bank card details. Zone maps are available on the First Bus [website](#)

### Car Park Discounts

Where it is not possible for staff to use non-car methods of travel, the Trust works hard to provide onsite car parking and discounted offsite car parking for staff. Staff are assessed equally for access to onsite and discounted offsite car parking against the criteria set out in the [Car Parking Policy & Procedure](#)

In addition, the Trust offers a salary exchange scheme for staff members who use the Trust's on-site car parks or pay for season tickets for the NCP Rupert Street car park, Nelson Street car park and St James Barton car park.

#### **Reward: Discounted parking/Tax and National Insurance savings (salary exchange)**

Details of discounted parking options for staff can be found on [Connect](#) or from the Facilities department on (0117) 342 3231 / 4025.

### Money Advice Service

The [Money Advice Service](#) has been set-up by Government to offer clear, unbiased money advice you can trust. A Money Advisor visits the Trust on a monthly basis providing face-to-face appointments with staff to offer individual guidance on general money-related topics such as mortgage advice to managing debt or budget planning.

#### **Reward: Free and impartial advice onsite**

For more information see the [staff bulletin board](#). Appointments are to be made (in strictest confidence) via Claire Haley, Childcare & Benefits Manager on (0117) 342 3749 or email: [benefits@uhbristol.nhs.uk](mailto:benefits@uhbristol.nhs.uk)

### Exclusive Local Discounts

In addition to external online discount providers such as [Health Service Discounts](#) and [PS Discounts](#) for whom the Trust is not linked, UH Bristol staff also benefit from a wide range of money-saving offers negotiated direct with local retailers and service providers – these have been divided into the following categories:

- Childcare and family services
- Shopping
- Health and wellbeing
- Food and drink
- Travel and transport
- Home and garden
- Sport, leisure and entertainment
- [Red Guava Benefits](#) (enter username: UHBRISTOL & password BENEFITS)
- National discount website links

### Reward: Money saving offers

[See here](#) for the full discount list. There is also a dedicated [Staff Discounts](#) section on the staff bulletin board for staff to post details of long and short-term offers they are aware of.

### The Grand Appeal Staff Lottery

Joining the [Grand Appeal Staff Lottery](#) is simple and the cost is just £1 per month deducted straight from your salary. Of this, 50p is distributed in prizes and 50p is donated directly to The Grand Appeal.

### Reward: Chance of winning a big prize plus charity giving

For more information on The Grand Appeal lottery please contact Corporate Fundraiser Helen Haskell on (0117) 927 3888 or email: [helen@grandappeal.org.uk](mailto:helen@grandappeal.org.uk)

## Lifestyle

### Extra Authorised Unpaid Annual Leave

An individual's annual leave entitlement is calculated in accordance with any legal standards, Agenda for Change and Medical and Dental national provisions and any appropriate local terms and conditions, please refer to the Trust [Annual Leave Policy](#). Occasionally, the Trust operates an [extra authorised unpaid annual leave](#) scheme whereby staff can apply to take up to 2 weeks (of their normal working week) unpaid annual leave.

### **Reward: Additional leave**

The extra authorised unpaid leave scheme is not available all year round and so look out for notifications in [Newsbeat](#) and [Connect](#) for details of the next round of applications.

### **Flexible Working Options**

Flexible working covers a wide range of working patterns: flexi time; job sharing; term time working; shift working; annualised hours and self rostering. The [Flexible Working Policy](#) includes the Trust's provisions for job sharing, parental leave and term-time working.

### **Reward: Positive work-life balance**

Staff wishing to adopt a flexible work pattern should submit a written application to their immediate Line Manager – see [HRWeb](#) for further details or call Employee Services for guidance on (0117) 342 5000.

## **Support for Employees**

### **Childcare Guidance**

The Childcare & Benefits Manager is available to assist colleagues with any childcare related enquiry from searching for a childcare provider such as day nursery or child-minder to finding out about any financial support available to help with the costs.

### **Reward: Specialist information and guidance service onsite**

Contact Claire Haley, Childcare & Benefits Manager on (0117) 342 3749 or email: [childcare@uhbristol.nhs.uk](mailto:childcare@uhbristol.nhs.uk)

### **Teaching, Learning & Development**

UH Bristol is committed to the training and development of our talented workforce. Provision within our [education and resource centre](#) including a [library and information service](#) offers a wide range of learning and development opportunities to all staff and the Trust [study leave policy](#) ensures equality of access to this to all staff.

### **Reward: Prosper and develop skills sets to progress career**

For more information see the [Teaching and Learning](#) website on Connect.

### **Lighten Up Programme**

[Lighten up](#) is an accredited health and wellbeing programme delivered by Occupational Health. It aims to safeguard Trust staff by offering coping strategies to improve quality of life both at work and home thus improving overall personal wellbeing. The programme comprises 5 interactive DVD modules to help identify where positive change can be made and the tools to do this effectively.

### **Reward: Long-term health and wellbeing benefits**

For more information visit the [Occupational Health](#) website. To book a place, please call (0117) 342 3400 or email: [occupationalhealth@uhbristol.nhs.uk](mailto:occupationalhealth@uhbristol.nhs.uk)

### **Counselling Service**

As part of the occupational health service, UH Bristol provides a free, professional therapeutic counselling service to any staff member - who can self-refer themselves. Issues commonly brought to staff counselling sessions include anxiety, stress, depression, phobias, bereavement, panic attacks, and relationship issues.

### **Reward: Up to 6 free counselling sessions**

For more information or to make an appointment, please call (0117) 342 0611, email: [occupationalhealth@uhbristol.nhs.uk](mailto:occupationalhealth@uhbristol.nhs.uk) or visit the [Occupational Health](#) website.

### **Smoking Cessation Support**

Trust staff can access onsite stop smoking support with [Smokefree Bristol](#) who hold weekly clinics within the Respiratory department. The Boots store within the BRI Welcome Centre also have trained advisors available Monday to Friday and can offer information and advice on-the-spot or via appointment.

### **Reward: Free, onsite support**

Details of the Smokefree Bristol clinic is available on [Connect](#) or call (0117) 922 2255. The [Smoking Cessation Leaflet for Staff](#) provides summarises the Trust Smoke Free Policy.

### **Joint Union Committee (Staff Side)**

Trade unions are organised groups of workers who come together to support each other in the workplace, negotiating with employers to improve pay, terms and conditions and ensure fair and equal treatment. Unions offer expert advice on employment matters and offer guidance and support in times of difficulty. The Trust encourages its staff to belong to a union as this can improve your working life.

### **Reward: Expert advice and membership benefits**

To find out more about joining a Union see [Connect](#) or contact a member of the Joint Union Committee; JUC Joint Chair (0117) 342 0826/0824, Vice Chair (0117) 342 6216 or Secretary (0117) 342 9769.

### **Recognising Success Awards**

The annual [Above and Beyond](#) funded, Recognising Success Awards celebrate the staff and trainees who transform care every day across our hospitals. Each year, Trust staff are invited to nominate individuals and teams who;

- Live our shared [Trust Values](#)
- Bring our mission to life. This is to provide excellent patient care, research and teaching.
- Fulfil the [Category](#) for which they are being nominated.

**Reward: Celebratory awards evening and dinner**

### Total Reward Statement

Your Total Reward Statement gives personalised information about the value of your employment package and remuneration. For members of the NHS Pension Scheme, TRS may also include an annual pension benefit statement.

Access your Total Reward Statement plus the full range of benefits via the ESR login: [https://esr.mhapp.nhs.uk/OA\\_HTML/AppsLogin](https://esr.mhapp.nhs.uk/OA_HTML/AppsLogin) All staff should receive a user name and password but if in doubt please email: [selfservice@uhbristol.nhs.uk](mailto:selfservice@uhbristol.nhs.uk)

To view TRS once you are logged in;

- Click, Employee Self-Service (Limited Access)
- Click, Total Reward Statement

**Staff benefits information is available in other formats on request to the Childcare & Benefits Manager on (0117) 342 3749 or email: [benefits@uhbristol.nhs.uk](mailto:benefits@uhbristol.nhs.uk)**